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ABSTRACT

This affirmative action report from the University and Community College System of Nevada (UCCSN) provides data on students enrolled and professional and classified staff employed during 1994. Following a seven-page executive summary, tables of student data are provided on gender and race/ethnic designation by campus and percentages of minority student enrollment from fall 1985-94. Next, faculty tables provide data on gender and race/ethnicity by campus/unit and systemwide for 1991-94 and by length of contract (9-10 months versus 11-12 months) for 1994. Then, tables on classified staff provide 1994 data on gender and race/ethnicity for executive, administrative, and managerial employees; other full-time professionals; full-time technical and paraprofessional employees; full-time secretarial and clerical employees; full-time skilled craft employees; full-time service and maintenance employees; and part-time employees. Finally, tables are presented on the gender and race/ethnicity of new hires employed between July 1 and September 30, 1994 and staff eligible for and awarded tenures and promotions from 1993-94. Report highlights include the following: (1) 56% of students were female and 18% were minority; (2) between 1985 and 1994, female enrollment increased 2% and minority enrollment increased 7%; (3) 49% of UCCSN employees were female and 13% were minorities; and (4) during 1993-94, 30% of the 95 faculty awarded tenure were female and 13% were minority, while of the 75 faculty promoted, 39% were female and 13% were minority. (KP)

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ED 387 159

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

AFFIRMATIVE ACTION DATA 1994

UCCSN

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UNIVERSITY AND COMMUNITY COLLEGE
SYSTEM OF NEVADA

AFFIRMATIVE ACTION REPORT 1994

EXECUTIVE SUMMARY

UCCSN

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
AFFIRMATIVE ACTION REPORT
EXECUTIVE SUMMARY
1994

UCCSN STUDENTS, FALL 1994

- Systemwide, the student body has become more diverse. 56% of students in Fall 1994 were female and 18% were identified as members of a minority group. Over the nine-year period between 1985 and 1994, female enrollment increased 2% systemwide and minority enrollment increased 7% systemwide.

Percent Minority Student Enrollment 1985-1994

Campus	1985	1994
UNLV	13	19
UNR	5	12
CCSN	23	27
NNCC	8	8
TMCC	10	16
WNCC	7	11
SYSTEM	11	18

- The proportion of minority students enrolled between 1985 and 1994 increased on all UCCSN campuses except NNCC, where minority enrollment remained constant over this period.

Percent Female Student Enrollment Fall 1985-1994

Campus	1985	1994
UNLV	53	54
UNR	49	52
CCSN	52	57
NNCC	60	65
TMCC	58	60
WNCC	62	62
SYSTEM	54	56

- The proportion of female students enrolled between 1985 and 1994 increased on all UCCSN campuses except WNCC, where female enrollment remained constant over this period.

UCCSN Students Fall 1994				
Campus	% Hispanic	% Black	% Asian	% Native American
UNLV	6	6	6	1
UNR	4	2	5	1
CCSN	10	9	7	1
NNCC	3	1	1	3
TMCC	6	2	5	3
WNCC	4	1	2	4
SYSTEM	6	5	5	2

- 5% (3,067) of total students enrolled Fall 1994 were Black, 6% (4,081) were Hispanic, 5% (3,274) were Asian, and 2% (959) were Native American students.

Nevada High School Graduates 1993-1994				
County	% Hispanic	% Black	% Asian	% Native American
Carson City	5.8	0.6	3.7	2.8
Clark	11.9	11.1	6.3	0.6
Elko	8.1	0.3	1.4	5.6
Washoe	6.4	2.2	7.3	1.6
NEVADA	9.7	7.3	5.5	1.5

- Asian and Native American students were represented in the UCCSN student body in approximately the same proportion as in the 1993-94 statewide high school graduating class, while Black and Hispanic students remained underrepresented systemwide.

Note: "Asian" includes peoples from the Pacific Islands and "Native American" includes American Indians and Alaskan Natives.

UCCSN EMPLOYEES, FALL 1994

- Between 1991 and 1994, the proportion of female employees increased 2% while the proportion of minority employees decreased 1% systemwide. During this period, budget constraints in the state led to a reduction in the total system workforce.

Percent Minority Employees 1991-1994		
Campus	1991	1994
UNLV	16	15
UNR	12	12
CCSN	23	18
NNCC	5	9
TMCC	12	12
WNCC	9	12
DRI	8	13
UNIT	7	9
SYSTEM	14	13

- Between 1991 and 1994, the proportion of minority employees increased at DRI, NNCC, WNCC, and the Unit; remained the same at UNR and TMCC; and decreased at UNLV and CCSN.

Percent Female Employees 1991-1994		
Campus	1991	1994
UNLV	44	44
UNR	47	50
CCSN	46	47
NNCC	55	59
TMCC	50	53
WNCC	47	56
DRI	38	39
UNIT	56	51
SYSTEM	47	49

- Between 1991 and 1994, the proportion of female employees increased at UNR, CCSN, NNCC, TMCC, WNCC, and DRI; remained the same at UNLV; and decreased for the Unit.

Total UCCSN Employees 1994					
Campus	% Female	% Hispanic	% Black	% Asian	% Native American
UNLV	44	4	7	3	1
UNR	50	4	3	4	1
CCSN	47	7	8	3	0.4
NNCC	59	7	0.4	2	0
TMCC	53	7	2	2	1
WNCC	56	6	1	2	3
DRI	39	2	2	7	2
UNIT	51	3	6	0	0
SYSTEM	49	5	4	3	1

- Systemwide, 49% of the 1994 total UCCSN employees were female and 13% were identified as members of a minority group. 4% (287) of 1994 employees were Black, 5% (329) were Hispanic, 3% (222) were Asian, and 1% (72) were Native American.

Nevada Labor Force 1990					
County	% Female	% Hispanic	% Black	% Asian	% Native American
Carson City	47.6	8.1	0.2	1.1	2.5
Clark	44.8	10.9	8.3	3.6	0.9
Elko	40.4	11.9	0.3	0.9	4.7
Washoe	45.3	8.4	1.9	3.9	1.6
NEVADA	44.6	10.0	5.6	3.3	1.4

- Women, Asians, and Native Americans were represented in the UCCSN labor force in approximately the same proportion as in the Nevada statewide labor force, while Blacks and Hispanics were underrepresented.

Representation of female and minority employees varied among institutions and occupational categories:

Full-Time Executive/Administrative/Managerial Employees 1994		
Campus	% Female	% Minority
UNLV	38.0	8.0
UNR	44.0	9.0
CCSN	41.0	25.0
NNCC	45.0	0
TMCC	57.0	14.0
WNCC	38.0	6.0
DRI	18.0	0
UNIT	30.8	8.0

- Systemwide, 41% of full-time executive/administrative/managerial employees were female and 10% were minority.

Full-Time Faculty 1994		
Campus	% Female	% Minority
UNLV	30.0	7.0
UNR	30.0	11.0
CCSN	35.0	17.0
NNCC	44.0	3.0
TMCC	44.0	12.0
WNCC	41.0	2.0
DRI	18.0	10.0

- Systemwide, 31% of full-time faculty were female and 10% were minority.

Full-Time Professional/Technical/Paraprofessional Employees 1994		
Campus	% Female	% Minority
UNLV	56.0	14.0
UNR	47.0	13.0
CCSN	60.0	29.0
NNCC	75.0	0
TMCC	60.0	14.0
WNCC	65.0	9.0
DRI	59.0	18.0
UNIT	42.0	10.0

- Systemwide, 53% of full-time other professional/technical/paraprofessional employees were female and 14% were minority.

Full-Time Secretarial/Clerical Employees 1994		
Campus	% Female	% Minority
UNLV	90.0	20.0
UNR	92.0	22.0
CCSN	88.0	33.0
NNCC	100.0	8.0
TMCC	91.0	13.0
WNCC	96.0	13.0
DRI	97.0	15.0
UNIT	100.0	14.0

- Systemwide, 92% of full-time secretarial/clerical employees were female and 16% were minority.

Full-Time Skilled Craft/Service/Maintenance Employees 1994		
Campus	% Female	% Minority
UNLV	14.0	33.0
UNR	17.0	22.0
CCSN	14.0	40.0
NNCC	11.0	56.0
TMCC	24.0	28.0
WNCC	10.0	20.0
DRI	10.0	20.0

- Systemwide, 15% of full-time skilled craft/service/maintenance employees were female and 30% were minority.

UCCSN "NEW HIRES", JULY 1-SEPTEMBER 30, 1994

Full-Time Professional Staff Hired July 1-Sept. 30, 1994			
Campus	Total #	% Female	% Minority
UNLV	37	38%	17%
UNR	68	43%	17%
CCSN	13	54%	31%
NNCC	5	60%	20%
TMCC	2	100%	50%
WNCC	0	0%	0%
DRI	2	0%	50%
UNIT	1	0%	0%
SYSTEM	128	43%	19.5%

- A sample of new full-time professional staff hired is taken for the same time period each year. This sample does not include state classified employees and is generally representative of the occupational categories of executive/administrative/managerial, faculty, and some professional/technical employees. For 1994, 128 new full-time professional employees were hired between July 1 and September 30, 1994 and 43% (55) were female and 19.5% (25) were minority.

UCCSN TENURE AND PROMOTION, 1993-94

- During 1993-94, 95 faculty were awarded tenure. 30% of those awarded tenure were female and 13% were minority.
- During 1993-94, 75 faculty were promoted. 39% of those promoted were female and 13% were minority.

STUDENTS

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA STUDENTS, FALL 1994

	GENDER		RACE/ETHNIC DESIGNATION							
CAMPUS	# Male	# Female	# White	# Black	# Hispanic	# Asian/Pac. Islander	# Native American	# Nonres. Alien	Unknown	TOTAL STUDENTS
UNLV	8,765	10,189	13,231	1,098	1,134	1,047	139	1,083	1,222	18,954
UNR	5,922	6,457	9,882	201	450	581	146	639	480	12,379
CCSN	7,257	9,461	11,523	1,527	1,727	1,132	154	20	635	16,718
NNCC	821	1,509	1,813	17	81	20	77	0	322	2,330
TMCC	3,364	4,982	6,422	162	489	409	246	147	471	8,346
WNCC	1,748	2,796	3,699	62	200	85	197	64	237	4,544
SYSTEM TOTAL	27,877	35,394	46,570	3,067	4,081	3,274	959	1,953	3,367	63,271

	GENDER		RACE/ETHNIC DESIGNATION						
CAMPUS	% Male	% Female	% White	% Black	% Hispanic	% Asian/Pac. Islander	% Native American	% Nonres. Alien	% Unknown
UNLV	46%	54%	70%	6%	6%	6%	1%	6%	6%
UNR	48%	52%	80%	2%	4%	5%	1%	5%	4%
CCSN	43%	57%	69%	9%	10%	7%	1%	0%	4%
NNCC	35%	65%	78%	1%	3%	1%	3%	0%	14%
TMCC	40%	60%	77%	2%	6%	5%	3%	2%	6%
WNCC	38%	62%	81%	1%	4%	2%	4%	1%	5%
SYSTEM TOTAL	44%	56%	74%	5%	6%	5%	2%	3%	5%

May not total 100% due to rounding. Includes full-time and part-time students.

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Source: U.S. Dept. of Education, National Center for Education Statistics, "Fall Enrollment Survey", 1994.

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA STUDENTS, FALL 1985–1994

% OF STUDENTS		UNLV	UNR	CCSN	NNCC	TMCC	WNCC	SYSTEM
FEMALE	1994	54%	52%	57%	65%	60%	62%	56%
	1993	54%	52%	57%	67%	59%	60%	56%
	1992	53%	52%	57%	63%	56%	60%	55%
	1991	54%	53%	58%	66%	57%	60%	56%
	1990	53%	54%	58%	64%	58%	60%	56%
	1989	53%	52%	56%	62%	58%	60%	55%
	1988	54%	52%	54%	60%	58%	61%	55%
	1987	54%	52%	59%	60%	58%	62%	56%
	1986	53%	49%	59%	62%	58%	62%	56%
	1985	53%	49%	52%	60%	58%	62%	54%
WHITE	1994	70%	80%	69%	78%	77%	81%	74%
	1993	72%	80%	71%	76%	77%	83%	75%
	1992	75%	81%	71%	73%	76%	79%	75%
	1991	77%	83%	72%	71%	79%	78%	77%
	1990	84%	89%	70%	70%	82%	74%	79%
	1989	84%	89%	78%	70%	83%	75%	82%
	1988	84%	89%	68%	63%	83%	79%	80%
	1987	85%	90%	82%	66%	82%	91%	84%
	1986	85%	91%	78%	64%	82%	78%	82%
	1985	86%	91%	66%	67%	81%	93%	81%
MINORITY	1994	19%	12%	27%	8%	16%	11%	18%
	1993	17%	11%	24%	9%	15%	11%	17%
	1992	17%	10%	24%	12%	17%	16%	17%
	1991	18%	9%	23%	11%	13%	16%	16%
	1990	16%	8%	20%	9%	13%	16%	15%
	1989	15%	7%	22%	12%	12%	15%	14%
	1988	15%	7%	18%	13%	11%	10%	12%
	1987	14%	6%	18%	15%	11%	9%	12%
	1986	14%	5%	22%	14%	10%	8%	14%
	1985	13%	5%	23%	8%	10%	7%	11%

May not total 100% due to rounding.

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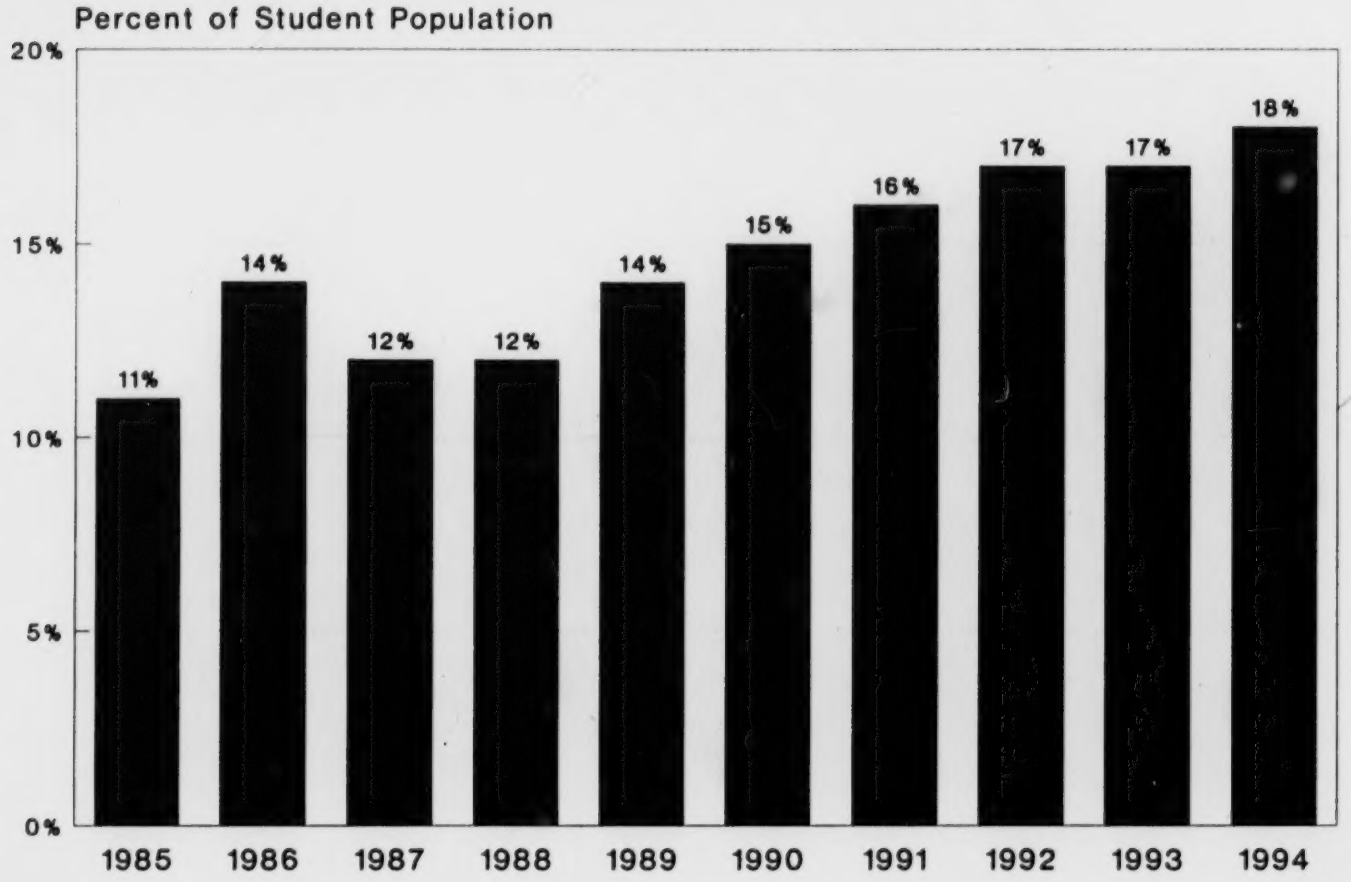
UCCSN MINORITY STUDENT ENROLLMENT
1985 to 1994



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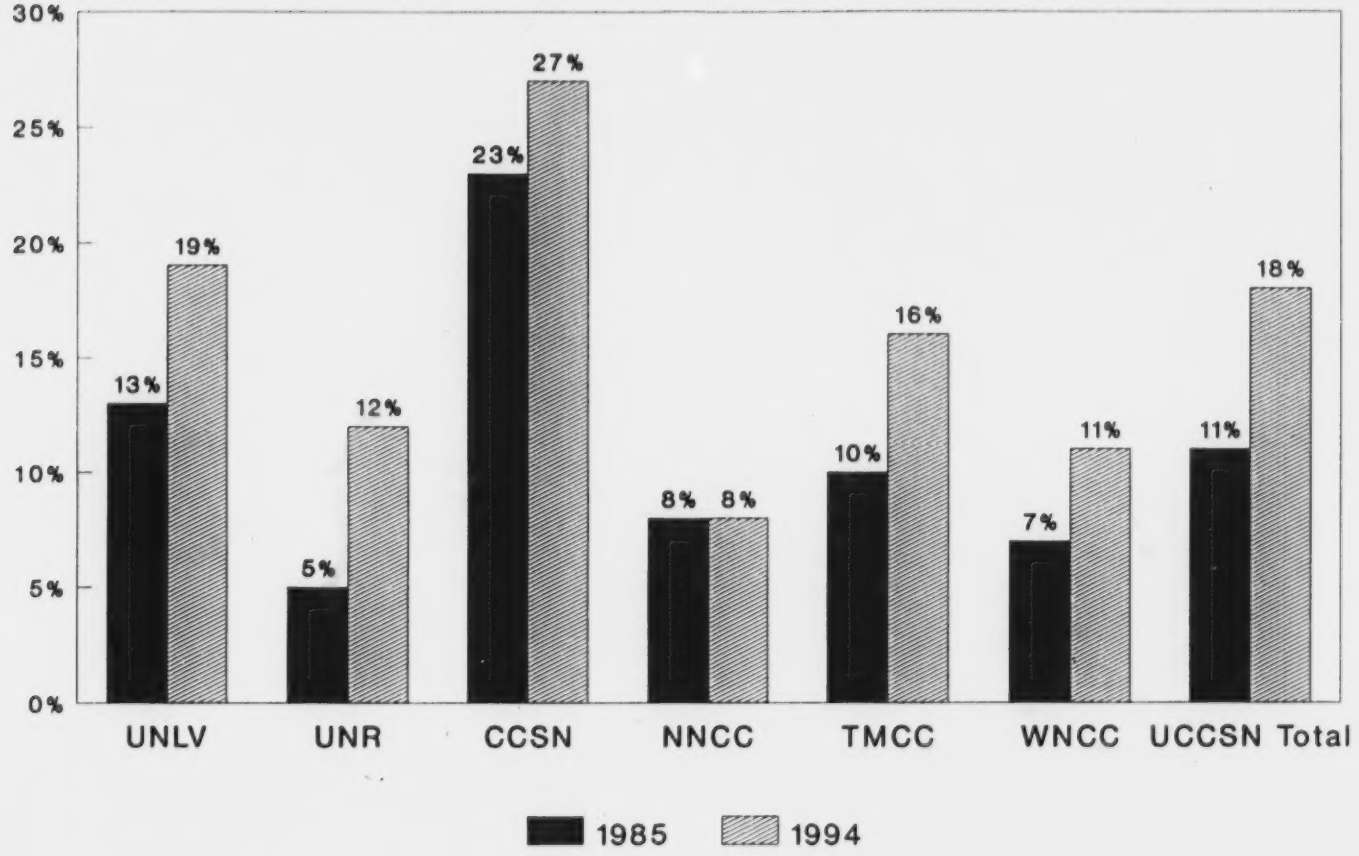
% MINORITY STUDENT ENROLLMENT
Fall 1985 & Fall 1994



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FACULTY AND STAFF

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

SYSTEM FACULTY AND STAFF*
1994

	Gender				Race/Ethnic Designation													
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	904	56%	718	44%	1,298	80%	109	7%	72	4%	43	3%	15	1%	70	4%	15	1%	1,622
UNR	1,072	50%	1,079	50%	1,889	88%	55	3%	82	4%	94	4%	26	1%	0	0%	5	0.2%	2,151
CCSN	599	53%	523	47%	920	82%	91	8%	73	7%	33	3%	4	0.4%	1	0.1%	0	0%	1,122
NNCC	101	41%	143	59%	219	90%	1	0.4%	17	7%	5	2%	0	0%	0	0%	2	1%	244
TMCC	300	47%	333	53%	540	85%	10	2%	43	7%	15	2%	6	1%	0	0%	19	3%	633
WNCC	248	44%	310	56%	460	82%	5	1%	32	6%	9	2%	15	3%	0	0%	37	7%	558
DRI	198	61%	125	39%	266	82%	7	2%	6	2%	23	7%	6	2%	15	5%	0	0%	323
CHANCELLOR'S UNIT	68	49%	72	51%	127	91%	9	6%	4	3%	0	0%	0	0%	0	0%	0	0%	140
SYSTEM TOTAL	3,490	51%	3,303	49%	5,719	84%	287	4%	329	5%	222	3%	72	1%	86	1%	78	1%	6,793

*May not total 100% due to rounding. Includes full-time and part-time employees.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

SYSTEM FACULTY AND STAFF*
1993

	Gender				Race/Ethnic Designation															
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	1,015	56%	812	44%	1,504	82%	117	6%	79	4%	95	5%	19	1%	0	0%	13	1%	1,827
UNR	1,420	53%	1,276	47%	2,254	84%	56	2%	91	3%	131	5%	26	1%	111	4%	27	1%	2,696
CCSN	603	53%	525	47%	925	82%	91	8%	72	6%	33	3%	7	1%	0	0%	0	0%	1,128
NNCC	115	42%	160	58%	253	92%	1	0%	12	4%	3	1%	5	2%	0	0%	1	0.4%	275
TMCC	484	51%	462	49%	806	85%	14	1%	45	5%	33	3%	8	1%	2	0%	38	4%	946
WNCC	273	49%	283	51%	482	87%	5	1%	27	5%	4	1%	7	1%	0	0%	31	6%	556
DRI	149	58%	106	42%	230	90%	4	2%	5	2%	11	4%	5	2%	0	0%	0	0%	255
CHANCELLOR'S UNIT	66	47%	75	53%	129	91%	5	4%	4	3%	3	2%	0	0%	0	0%	0	0%	141
SYSTEM TOTAL	4,125	53%	3,699	47%	6,583	84%	293	4%	335	4%	313	4%	77	1%	113	1%	110	1.4%	7,824

*May not total 100% due to rounding. Includes full-time and part-time employees.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

SYSTEM FACULTY AND STAFF*
1992

	Gender				Race/Ethnic Designation										
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	1,122	54%	943	46%	1,720	83%	106	5%	84	4%	143	7%	12	1%	2,065
UNR	1,347	53%	1,210	47%	2,196	86%	53	2%	71	3%	209	8%	28	1%	2,557
CCSN	607	55%	501	45%	855	77%	116	10%	106	10%	27	2%	4	0.4%	1,108
NNCC	100	42%	140	58%	221	92%	3	1%	10	4%	4	2%	2	1%	240
TMCC	375	48%	407	52%	695	89%	10	1%	39	5%	27	3%	11	1%	782
WNCC	204	47%	227	53%	398	92%	4	1%	19	4%	4	1%	6	1%	431
DRI	162	60%	107	40%	241	90%	8	3%	4	1%	15	6%	1	0.4%	269
CHANCELLOR'S UNIT	67	45%	82	55%	133	89%	8	5%	4	3%	4	3%	0	0%	149
SYSTEM TOTAL	3,984	52%	3,617	48%	6,459	85%	308	4%	337	4%	433	6%	64	1%	7,601

*May not total 100% due to rounding. Includes full-time and part-time employees.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

SYSTEM FACULTY AND STAFF*
1991

	Gender				Race/Ethnic Designation										
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	1,124	56%	880	44%	1,672	83%	100	5%	69	3%	147	7%	16	1%	2,004
UNR	1,303	53%	1,166	47%	2,178	88%	41	2%	58	2%	162	7%	30	1%	2,469
CCSN	563	54%	485	46%	802	77%	117	11%	103	10%	22	2%	4	0.4%	1,048
NNCC	122	45%	149	55%	257	95%	1	0%	11	4%	0	0%	2	1%	271
TMCC	453	50%	455	50%	801	88%	14	2%	55	6%	29	3%	9	1%	908
WNCC	218	53%	190	47%	372	91%	0	0%	29	7%	3	1%	4	1%	408
DRI	152	62%	93	38%	226	92%	2	1%	3	1%	14	6%	0	0%	245
CHANCELLOR'S UNIT	60	44%	76	56%	126	93%	7	5%	2	1%	1	1%	0	0%	136
SYSTEM TOTAL	3,995	53%	3,494	47%	6,434	86%	282	4%	330	4%	378	5%	65	1%	7,489

*May not total 100% due to rounding. Includes full-time and part-time employees.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
FACULTY AND STAFF, 1989-1994

% FACULTY & STAFF		UNLV	UNR	CCSN	NNCC	TMCC	WNCC	DRI	UNIT	SYSTEM
FEMALE	1994	44%	50%	47%	59%	53%	56%	39%	51%	49%
	1993	44%	47%	47%	58%	49%	51%	42%	53%	47%
	1992	46%	47%	46%	55%	50%	47%	38%	56%	47%
	1991	44%	47%	46%	55%	50%	47%	38%	56%	47%
MINORITY	1994	15%	12%	18%	9%	12%	12%	13%	9%	13%
	1993	16%	11%	18%	7%	10%	8%	10%	9%	13%
	1992	17%	14%	22%	8%	10%	7%	11%	11%	15%
	1991	16%	12%	23%	5%	12%	9%	8%	7%	14%
WHITE	1994	80%	88%	82%	90%	85%	82%	82%	91%	84%
	1993	82%	84%	82%	92%	85%	87%	90%	91%	84%
	1992	83%	86%	77%	92%	89%	92%	90%	89%	85%
	1991	83%	88%	77%	95%	88%	91%	92%	93%	86%

May not total 100% due to rounding.

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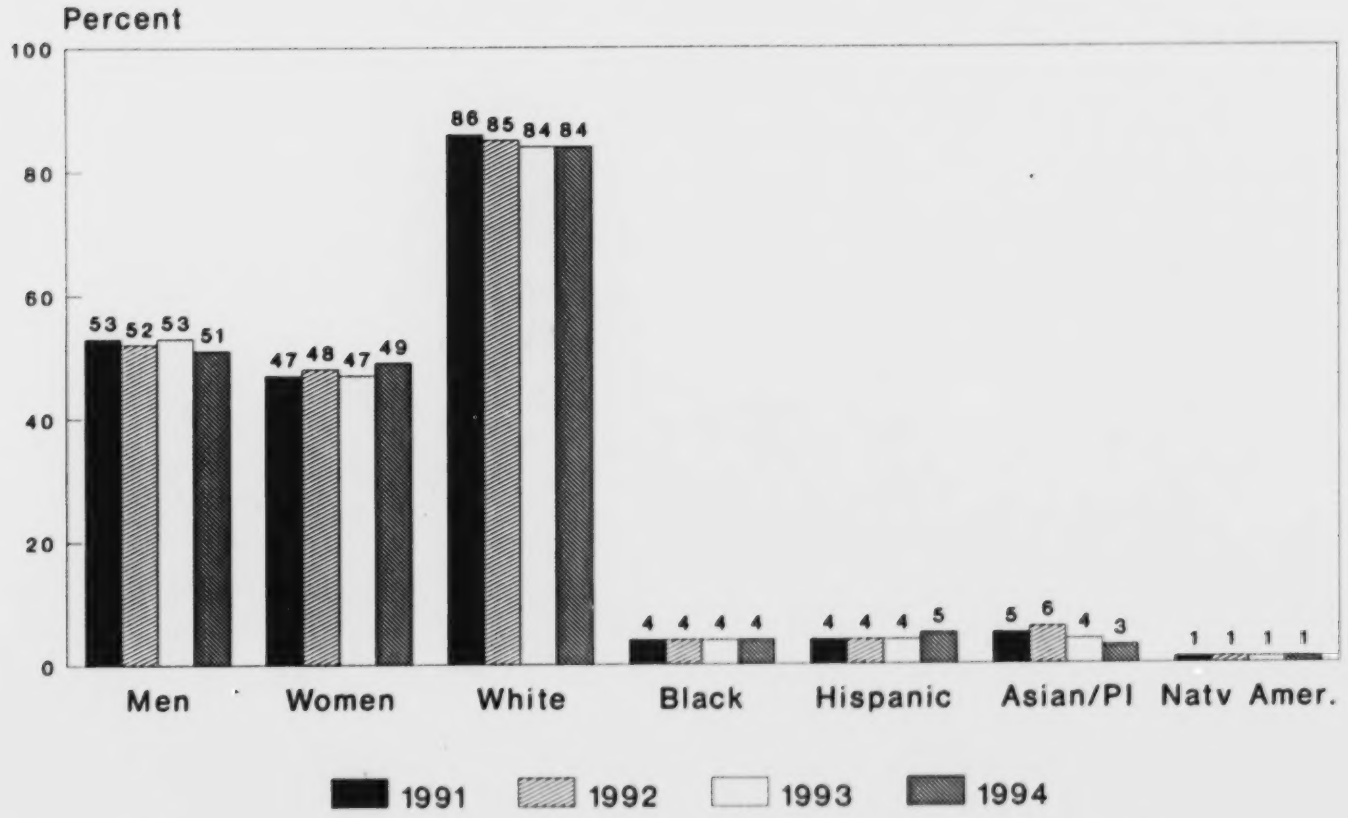
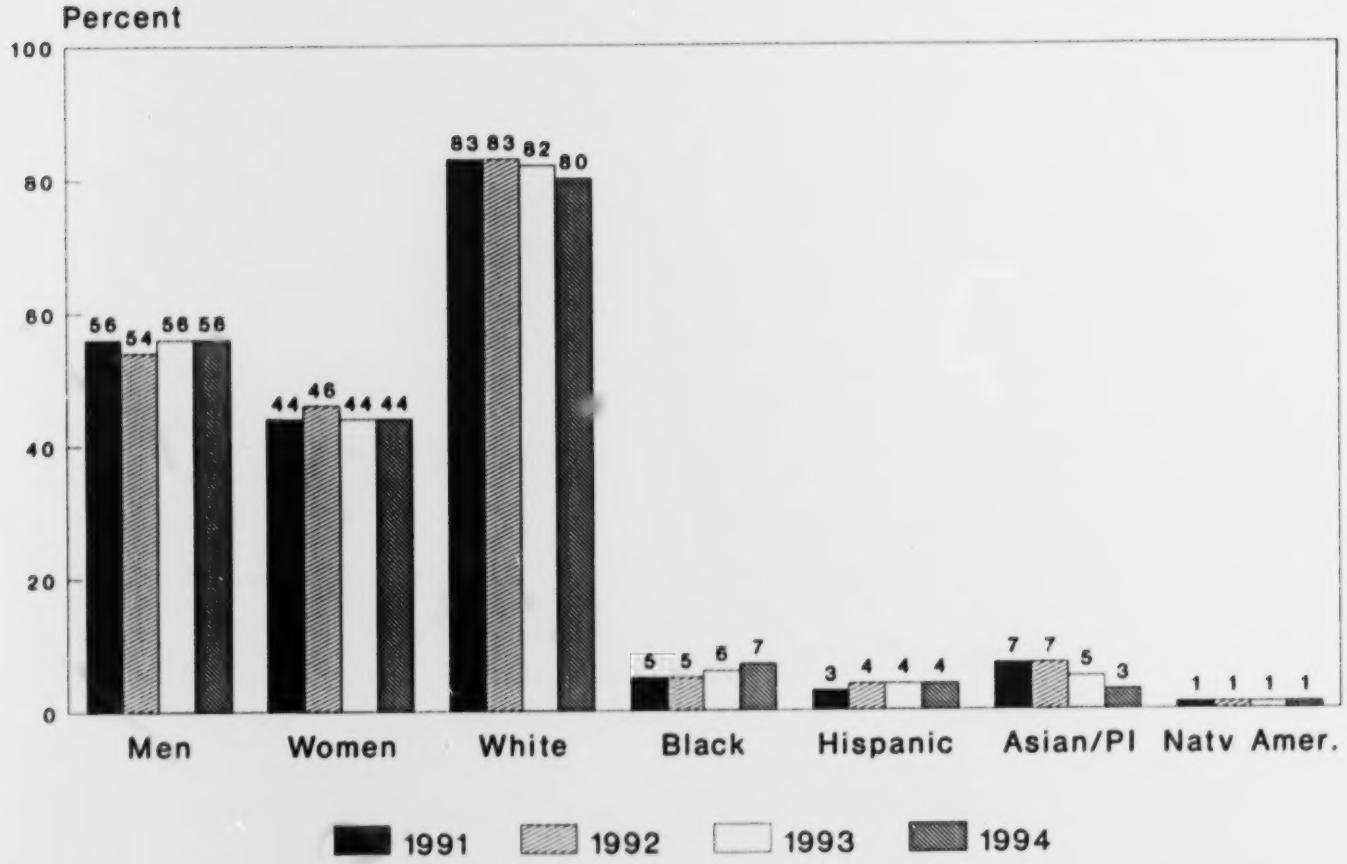
UCCSN FACULTY AND STAFF - 1991-1994



1993: 1.4% unknown status
1994: 1% unknown, 1% non-resid. alien

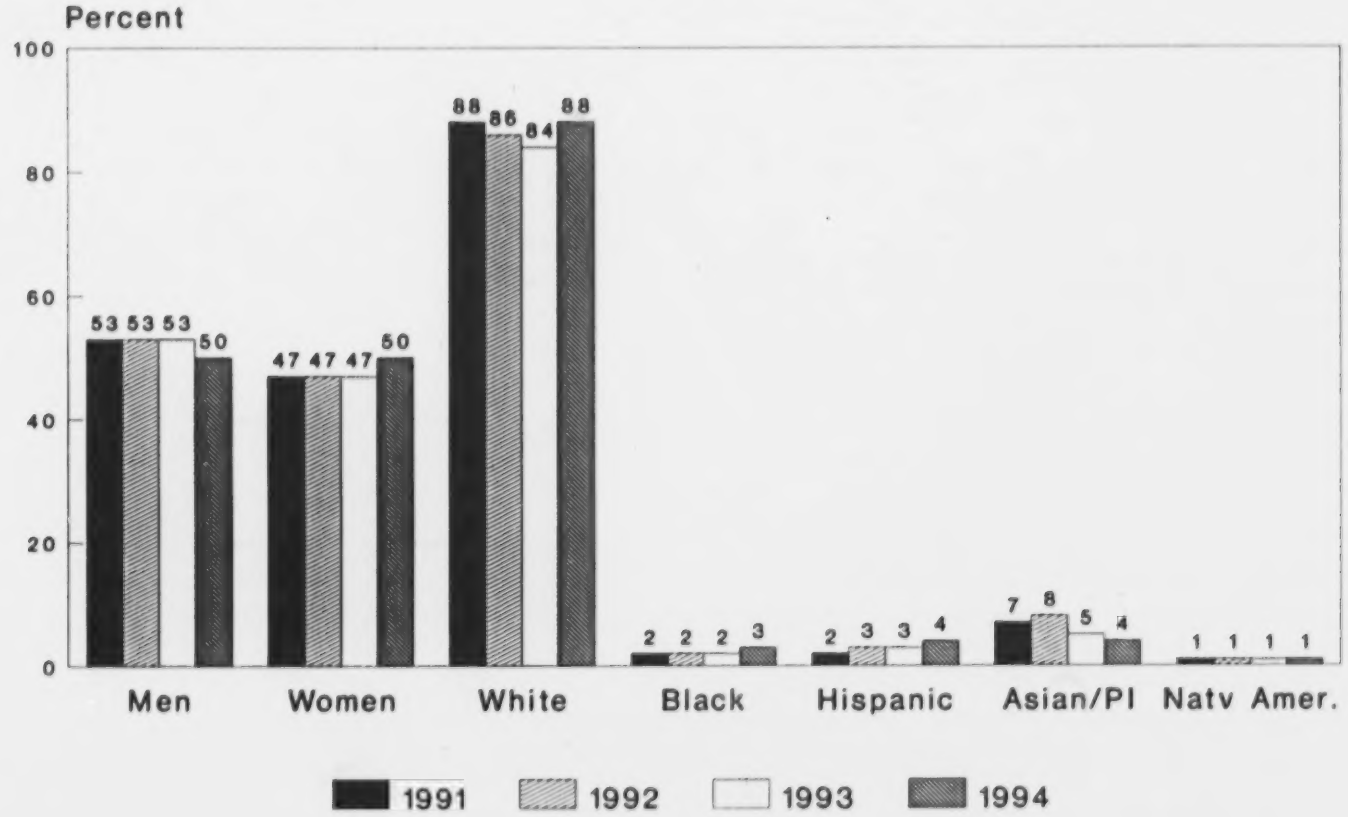
IR 5/95

UNLV FACULTY AND STAFF
1991-1994



IR 5/95

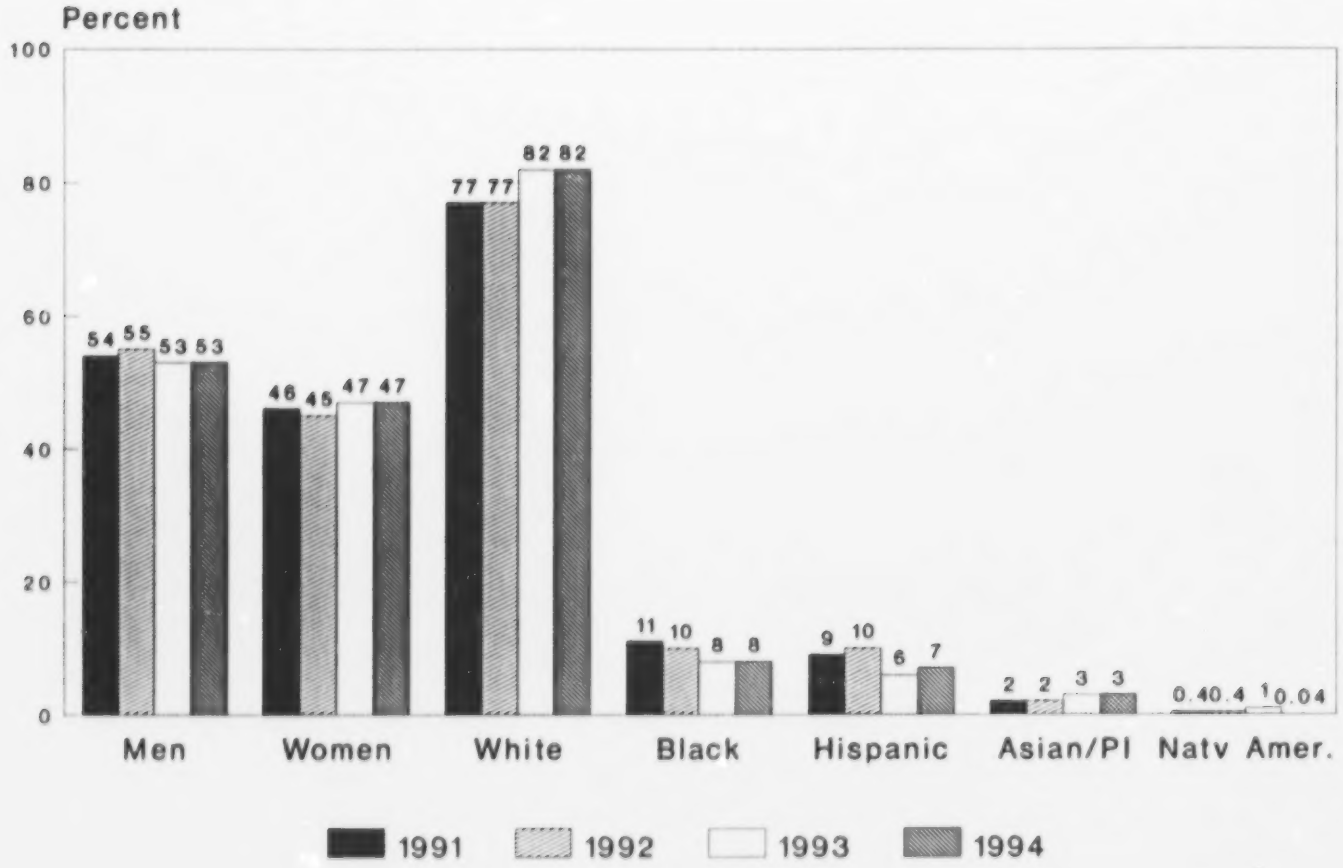
UNR FACULTY AND STAFF
1991-1994



1993: 4% of staff were non-res alien
and 1% of staff were of unknown status

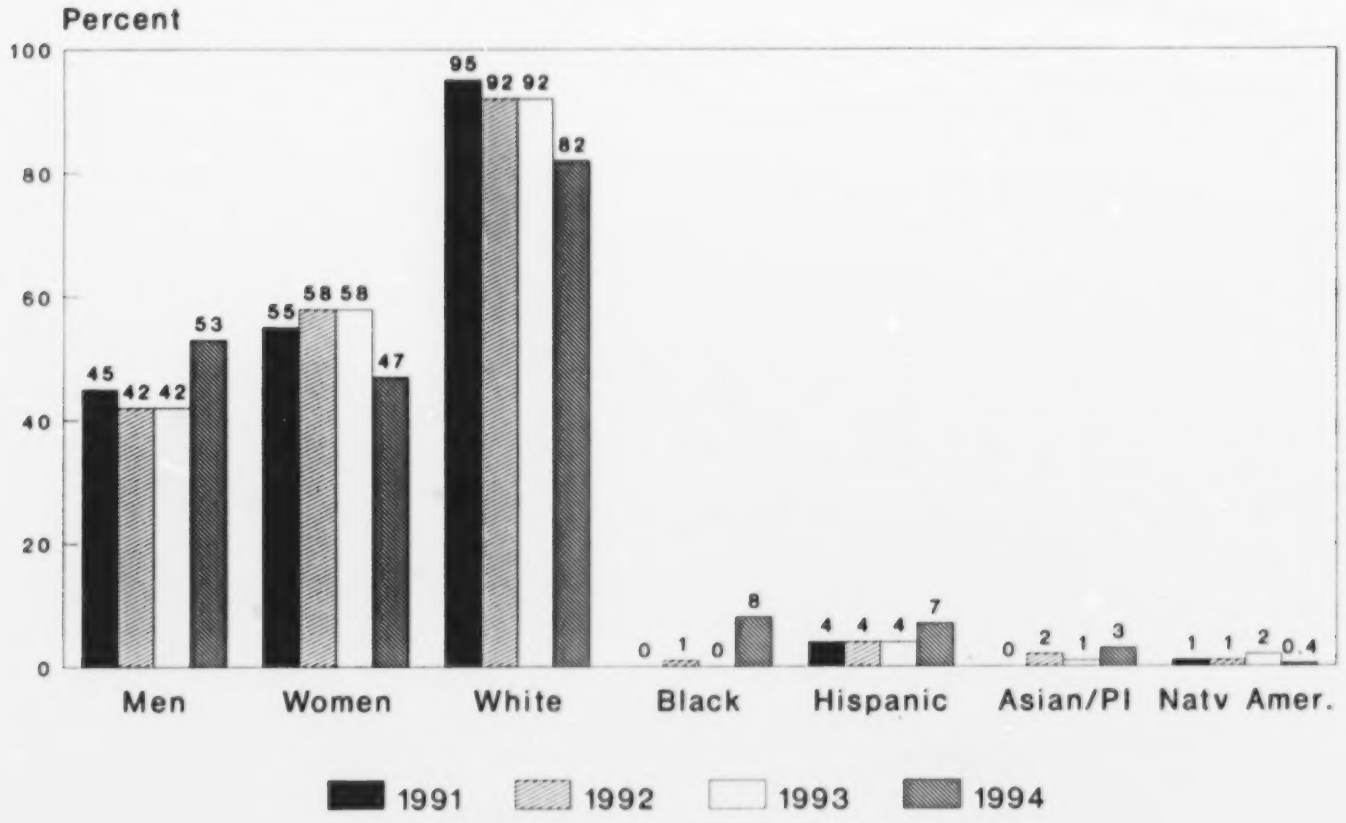
IR 5/95

CCSN FACULTY AND STAFF
1991-1994



IR 5/95

NNCC FACULTY AND STAFF
1991-1994



1994: 1% of staff were of unknown status

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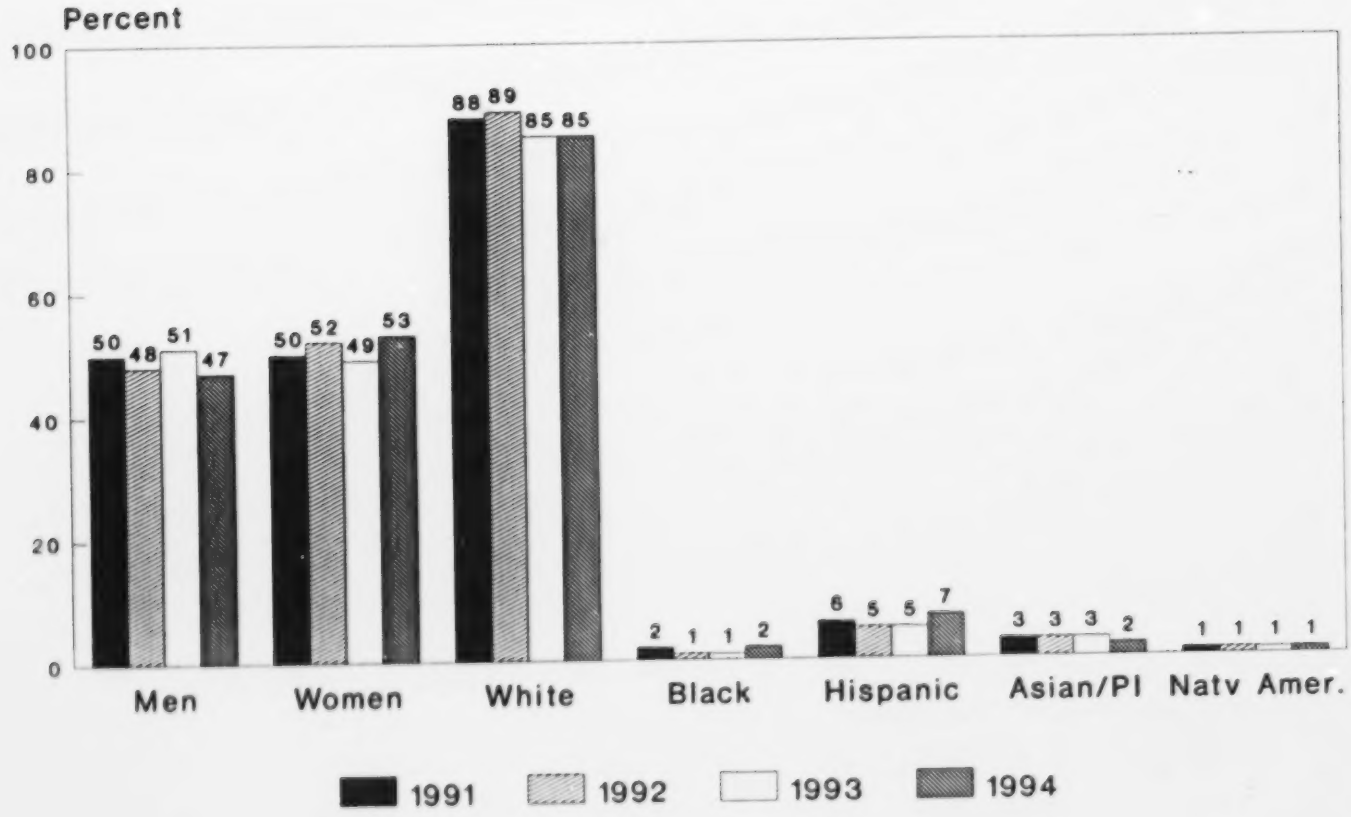
42

43

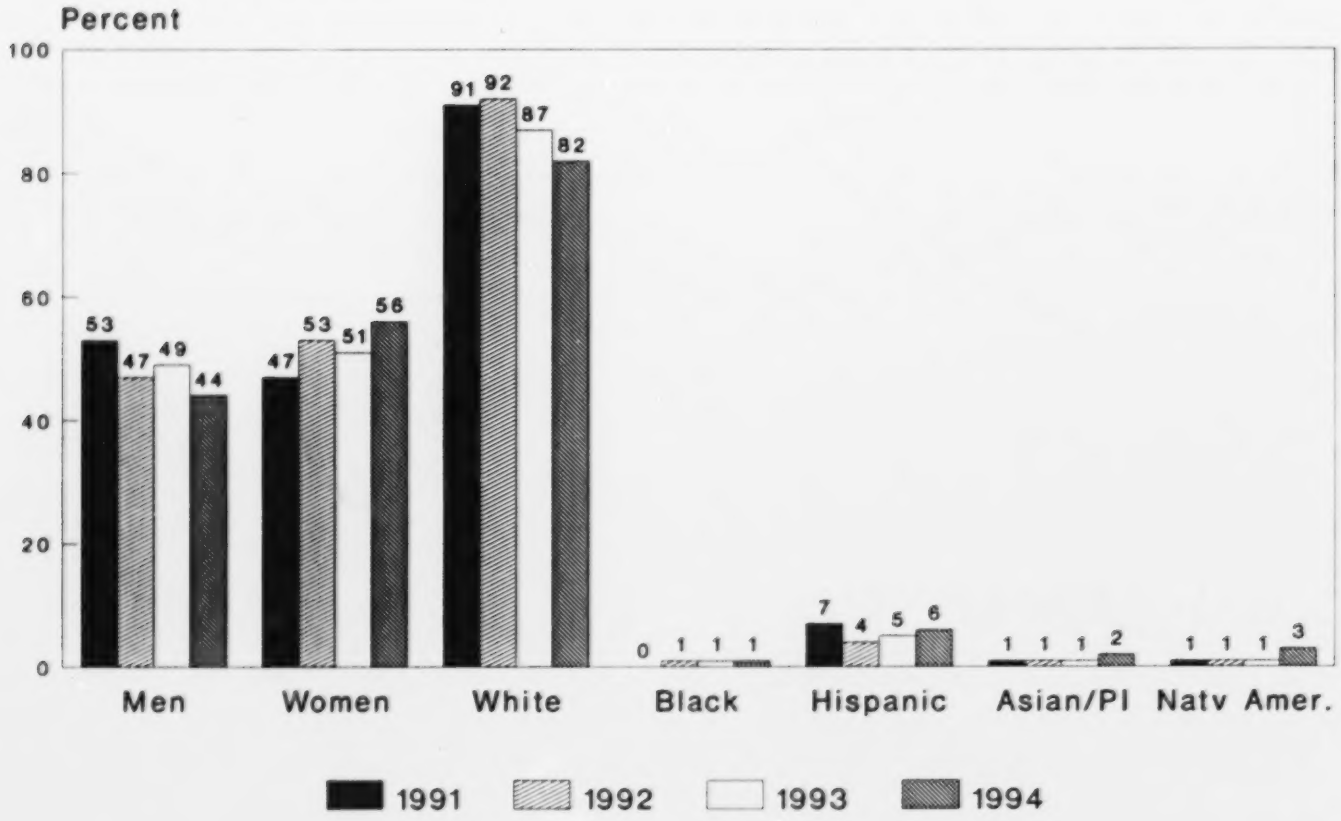
TMCC FACULTY AND STAFF
1991-1994



1993: 4% of staff were of unknown status
1994: 3% of staff were of unknown status

IR 5/95

WNCC FACULTY AND STAFF
1991-1994



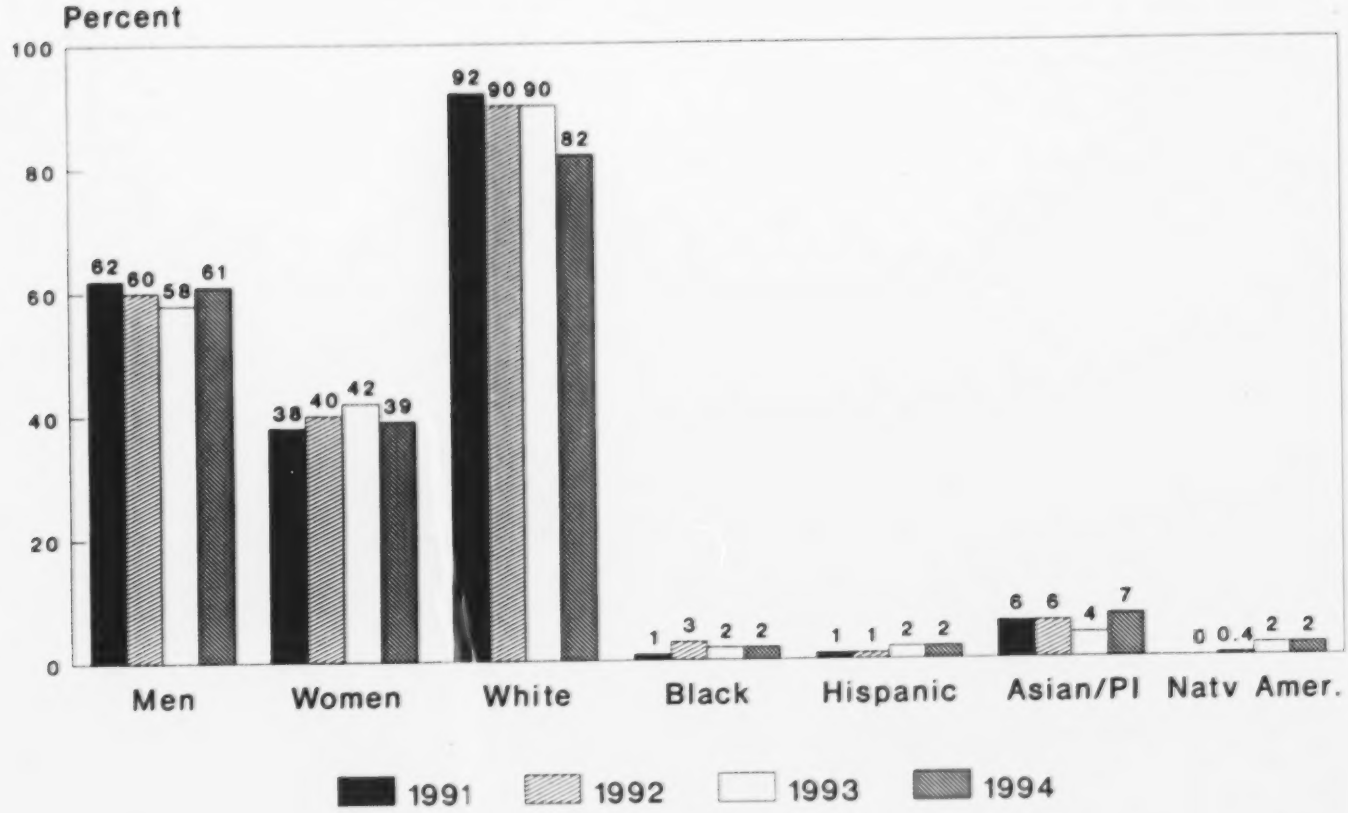
1993: 6% of staff were of unknown status
1994: 7% of staff were of unknown status

IR 5/95

46

47

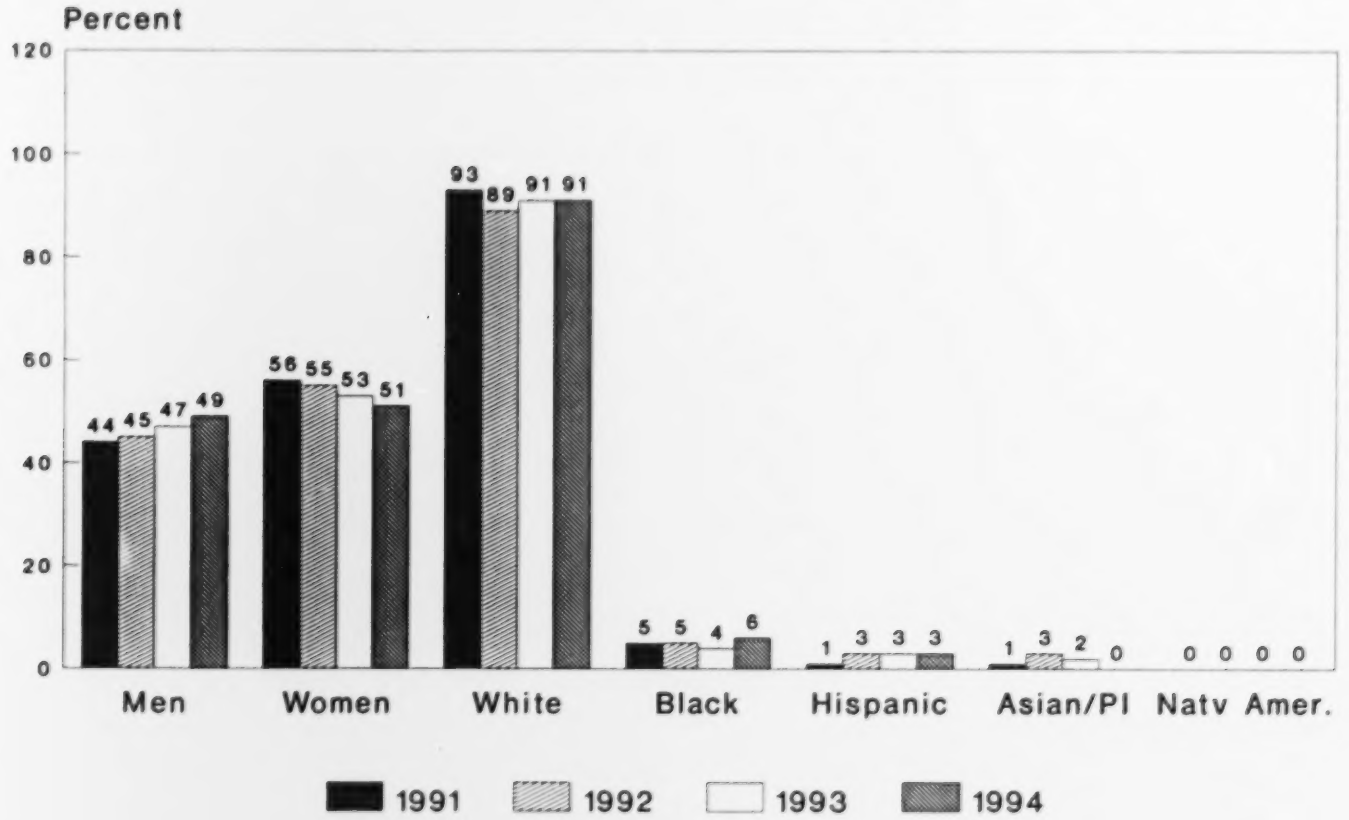
DRI FACULTY AND STAFF
1991-1994



1994: 5% of staff were non-resident alien

IR 5/95

CHANCELLOR'S UNIT STAFF
1991-1994



IR 5/95

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

FULL-TIME FACULTY (9-10 MONTH CONTRACTS)*
1994

	Gender				Race/Ethnic Designation															
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV(1)	425	69%	192	31%	510	83%	12	2%	10	2%	21	3%	3	0.5%	58	9%	3	0.5%	617
UNR	260	69%	116	31%	329	88%	3	1%	11	3%	30	8%	3	1%	0	0%	0	0%	376
CCSN	95	64%	53	36%	121	82%	10	7%	4	3%	12	8%	0	0%	1	1%	0	0%	148
NNCC	19	56%	15	44%	33	97%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	34
TMCC(2)	47	57%	36	43%	73	88%	3	4%	4	5%	1	1%	2	2%	0	0%	0	0%	83
WNCC	32	58%	23	42%	54	98%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	55
DRI	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
CHANCELLOR'S UNIT	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
SYSTEM TOTAL	878	67%	435	33%	1,120	85%	28	2%	31	2%	64	5%	8	1%	59	4%	3	0.2%	1,313

*May not total 100% due to rounding.

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(1) Includes 25 employees on less than 9-10 mo. contracts.
(2) Includes 1 employee on less than 9-10 mo. contract.

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

FULL-TIME FACULTY (11-12 MONTH CONTRACTS)*
1994

	Gender				Race/Ethnic Designation																
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	27	87%	4	13%	28	90%	0	0%	1	3%	0	0%	0	0%	2	6%	0	0%	31
UNR	149	71%	61	29%	191	91%	4	2%	4	2%	11	5%	0	0%	0	0%	0	0%	210
CCSN	9	69%	4	31%	12	92%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	13
NNCC	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
TMCC	1	33%	2	67%	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3
WNCC	2	67%	1	33%	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3
DRI	89	82%	19	18%	97	90%	0	0%	1	1%	9	8%	1	1%	0	0%	0	0%	108
CHANCELLOR'S UNIT	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
SYSTEM TOTAL	277	75%	91	25%	334	91%	5	1%	6	2%	20	5%	1	0%	2	1%	0	0%	368

*May not total 100% due to rounding.

IR 5/95

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES*
1994

	Gender				Race/Ethnic Designation																
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	82	62%	51	38%	118	89%	5	4%	4	3%	2	2%	0	0%	3	2%	1	1%	133
UNR	100	56%	77	44%	161	91%	9	5%	4	2%	1	1%	2	1%	0	0%	0	0%	177
CCSN	19	59%	13	41%	24	75%	6	19%	1	3%	0	0%	1	3%	0	0%	0	0%	32
NNCC	6	55%	5	45%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11
TMCC	18	43%	24	57%	36	86%	1	2%	3	7%	0	0%	2	5%	0	0%	0	0%	42
WNCC	10	63%	6	38%	15	94%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	16
DRI	9	82%	2	18%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11
CHANCELLOR'S UNIT	28	70%	12	30%	37	93%	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	40
SYSTEM TOTAL	272	59%	190	41%	413	89%	24	5%	13	3%	3	1%	5	1%	3	1%	1	0.2%	462

*May not total 100% due to rounding.

IR 6/95

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

OTHER FULL-TIME PROFESSIONALS*
1994

	Gender				Race/Ethnic Designation												
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	78	49%	80	51%	130	82%	14	9%	6	4%	2	1%	1	1%	3	2%	2	1%	158
UNR	140	54%	119	46%	223	86%	10	4%	8	3%	18	7%	0	0%	0	0%	0	0%	259
CCSN	21	43%	28	57%	35	71%	10	20%	3	6%	1	2%	0	0%	0	0%	0	0%	49
NNCC	4	27%	11	73%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	15
TMCC	9	45%	11	55%	19	95%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	20
WNCC	7	50%	7	50%	13	93%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	14
DRI	9	36%	16	64%	18	72%	1	4%	2	8%	2	8%	2	8%	0	0%	0	0%	25
CHANCELLOR'S UNIT	9	45%	11	55%	15	75%	3	15%	2	10%	0	0%	0	0%	0	0%	0	0%	20
SYSTEM TOTAL	277	49%	283	51%	468	84%	38	7%	23	4%	23	4%	3	1%	3	1%	2	0.4%	560

*May not total 100% due to rounding.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

FULL-TIME
TECHNICAL/PARAPROFESSIONAL EMPLOYEES*
1994

	Gender				Race/Ethnic Designation																
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	26	33%	53	67%	69	87%	5	6%	3	4%	2	3%	0	0%	0	0%	0	0%	79
UNR	73	51%	70	49%	127	89%	3	2%	9	6%	3	2%	1	1%	0	0%	0	0%	143
CCSN	9	33%	18	67%	19	70%	3	11%	3	11%	1	4%	1	4%	0	0%	0	0%	27
NNCC	1	20%	4	80%	5	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5
TMCC	8	35%	15	65%	18	78%	0	0%	2	9%	2	9%	1	4%	0	0%	0	0%	23
WNCC	5	25%	15	75%	18	90%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	20
DRI	19	44%	24	56%	38	88%	0	0%	2	5%	2	5%	1	2%	0	0%	0	0%	43
CHANCELLOR'S UNIT	31	63%	18	37%	47	96%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	49
SYSTEM TOTAL	172	44%	217	56%	341	88%	13	3%	19	5%	10	3%	6	2%	0	0%	0	0%	389

*May not total 100% due to rounding.

IR 5/95

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

FULL-TIME
SECRETARIAL/CLERICAL EMPLOYEES*
1994

	Gender				Race/Ethnic Designation														
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	31	10%	269	90%	239	80%	29	10%	16	5%	10	3%	4	1%	1	0.3%	1	0.3%	300
UNR	30	8%	357	92%	356	92%	7	2%	5	1%	13	3%	6	2%	0	0%	0	0%	387
CCSN	13	13%	91	88%	70	67%	14	13%	17	16%	1	1%	2	2%	0	0%	0	0%	104
NNCC	0	0%	25	100%	23	92%	0	0%	1	4%	1	4%	0	0%	0	0%	0	0%	25
TMCC	7	9%	72	91%	69	87%	2	3%	7	9%	1	1%	0	0%	0	0%	0	0%	79
WNCC	2	4%	43	96%	39	87%	0	0%	3	7%	0	0%	3	7%	0	0%	0	0%	45
DRI	1	3%	33	97%	29	85%	2	6%	1	3%	0	0%	2	6%	0	0%	0	0%	34
CHANCELLOR'S UNIT	0	0%	22	100%	19	86%	1	5%	2	9%	0	0%	0	0%	0	0%	0	0%	22
SYSTEM TOTAL	84	8%	912	92%	844	85%	55	6%	52	5%	26	3%	17	2%	1	0.1%	1	0.1%	996

*May not total 100% due to rounding.

IR 5/95

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

FULL-TIME
SKILLED CRAFT EMPLOYEES*
1994

	Gender				Race/Ethnic Designation																
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	42	100%	0	0%	35	83%	5	12%	1	2%	1	2%	0	0%	0	0%	0	0%	42
UNR	62	93%	5	7%	60	90%	0	0%	3	4%	2	3%	2	3%	0	0%	0	0%	67
CCSN	7	100%	0	0%	3	43%	2	29%	1	14%	1	14%	0	0%	0	0%	0	0%	7
NNCC	0	0%	1	100%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1
TMCC	6	86%	1	14%	7	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7
WNCC	3	100%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3
DRI	3	100%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3
CHANCELLOR'S UNIT	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
SYSTEM TOTAL	123	95%	7	5%	112	86%	7	5%	5	4%	4	3%	2	2%	0	0%	0	0%	130

*May not total 100% due to rounding.

IR 5/95

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

FULL-TIME
SERVICE/MAINTENANCE EMPLOYEES*
1994

	Gender				Race/Ethnic Designation													
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	166	83%	33	17%	117	59%	37	19%	31	16%	5	3%	5	3%	0	0%	4	2%	199
UNR	136	80%	34	20%	125	74%	14	8%	20	12%	5	3%	6	4%	0	0%	0	0%	170
CCSN	47	84%	9	16%	35	63%	12	21%	8	14%	1	2%	0	0%	0	0%	0	0%	56
NNCC	8	100%	0	0%	3	38%	0	0%	5	63%	0	0%	0	0%	0	0%	0	0%	8
TMCC	13	72%	5	28%	11	61%	1	6%	5	28%	0	0%	1	6%	0	0%	0	0%	18
WNCC	6	86%	1	14%	5	71%	0	0%	1	14%	1	14%	0	0%	0	0%	0	0%	7
DRI	6	86%	1	14%	5	71%	2	29%	0	0%	0	0%	0	0%	0	0%	0	0%	7
CHANCELLOR'S UNIT	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
SYSTEM TOTAL	382	82%	83	18%	301	65%	66	14%	70	15%	12	3%	12	3%	0	0%	4	1%	465

*May not total 100% due to rounding.

IR 5/95

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

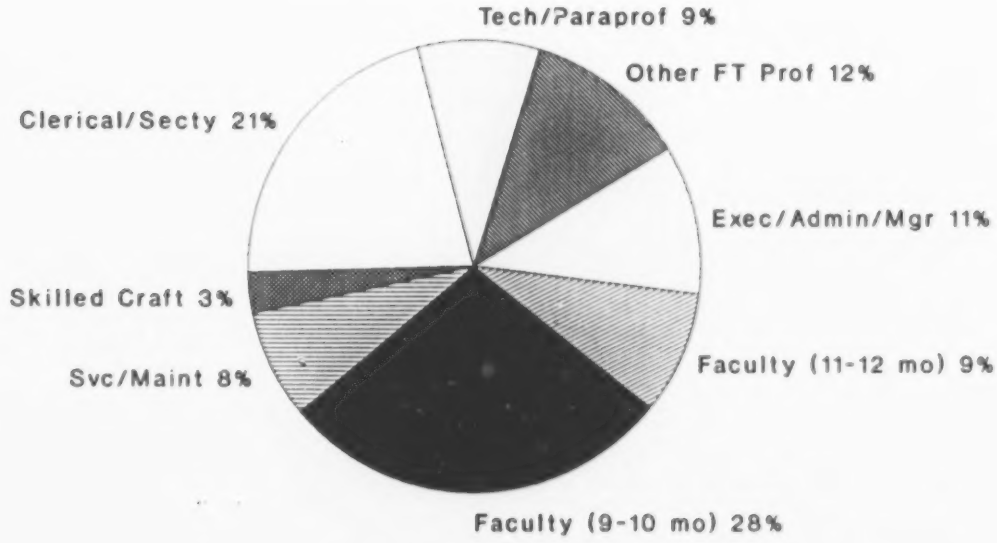
PART-TIME EMPLOYEES (ALL CATEGORIES)*
1994

	Gender				Race/Ethnic Designation															
	Male		Female		White		Black		Hispanic		Asian/Pac. Islander		Native American		Nonres. Alien		Race/ Ethnicity Unknown		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
UNLV	27	43%	36	57%	52	83%	2	3%	0	0%	0	0%	2	3%	3	5%	4	6%	63
UNR	122	34%	240	66%	317	88%	5	1%	18	5%	11	3%	6	2%	0	0%	5	1%	362
CCSN	379	55%	307	45%	601	88%	33	5%	36	5%	16	2%	0	0%	0	0%	0	0%	686
NNCC	63	43%	82	57%	128	88%	1	1%	10	7%	4	3%	0	0%	0	0%	2	1%	145
TMCC	191	53%	167	47%	304	85%	3	1%	21	6%	11	3%	0	0%	0	0%	19	5%	358
WNCC	181	46%	214	54%	310	78%	5	1%	25	6%	8	2%	10	3%	0	0%	37	9%	395
DRI	62	67%	30	33%	65	71%	2	2%	0	0%	10	11%	0	0%	15	16%	0	0%	92
CHANCELLOR'S UNIT	0	0%	9	100%	9	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9
SYSTEM TOTAL	1,025	49%	1,085	51%	1,786	85%	51	2%	110	5%	60	3%	18	1%	18	1%	67	3%	2,110

*May not total 100% due to rounding.

IR 5/95

UCCSN FULL-TIME EMPLOYEES
JOB CATEGORY BY RACE/ETHNICITY
1994



White

In addition, there were 1,786 white employees working part-time in UCCSN .

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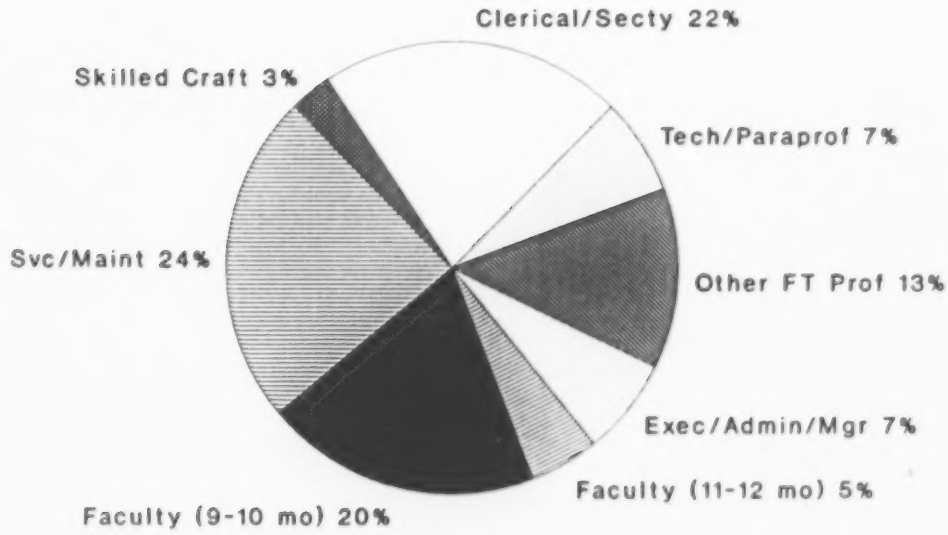
UCCSN FULL-TIME EMPLOYEES
JOB CATEGORY BY RACE/ETHNICITY
1994



Minority

In addition, 239 minority persons were employed part-time in all categories

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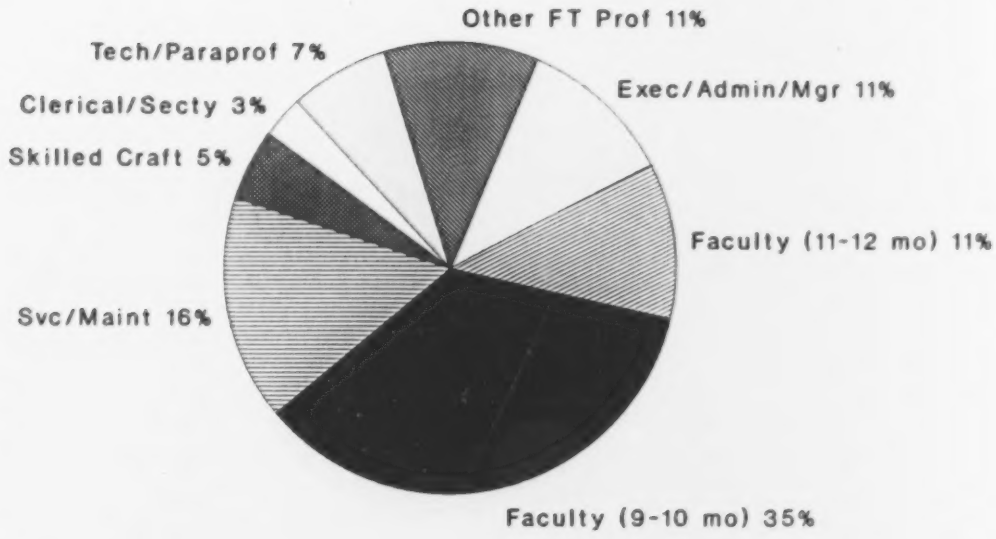
UCCSN FULL-TIME EMPLOYEES JOB CATEGORY BY GENDER 1994



Male

In addition, 1,025 males were employed part-time in all job categories in UCCSN

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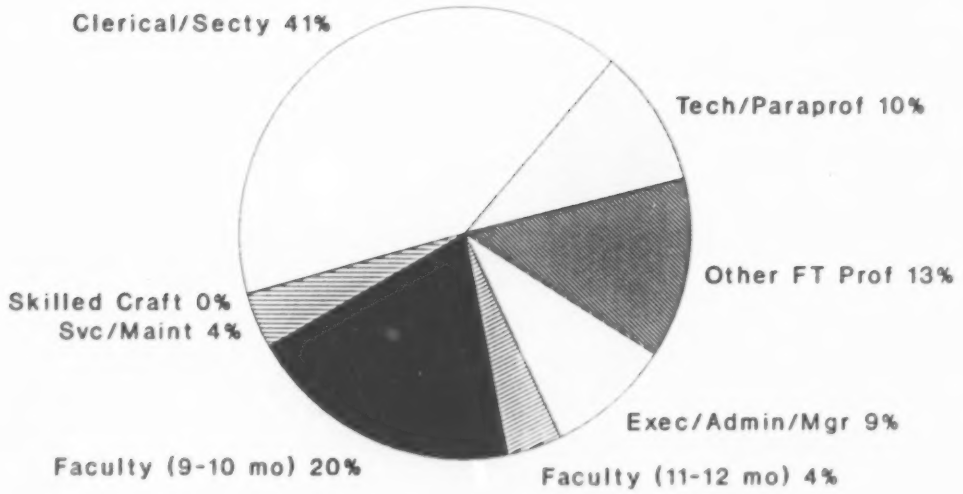
UCCSN FULL-TIME EMPLOYEES JOB CATEGORY BY GENDER 1994



Female

In addition, 1,085 females were employed part-time in all job categories in UCCSN

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: UCCSN

JOB CATEGORY	Gender: % Male				% Female				Racial/Ethnic Designation: % White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty(1) (9-10 month)	70%	69%	68%	67%	30%	31%	32%	33%	88%	88%	88%	85%	2%	2%	2%	2%	2%	2%	2%	2%	8%	8%	7%	5%	1%	1%	1%	1%
FT Faculty(2) (11-12 month)	73%	72%	73%	75%	27%	28%	27%	25%	94%	92%	90%	91%	1%	1%	2%	1%	1%	2%	2%	2%	5%	5%	5%	5%	0.2%	0.2%	1%	0.3%
Exec/Admin(3) Managerial	64%	64%	59%	59%	36%	36%	41%	41%	92%	91%	90%	90%	5%	4%	4%	5%	3%	4%	3%	3%	1%	1%	2%	1%	0	1%	1%	1%
Other FT(4) Professionals	49%	43%	51%	49%	51%	57%	49%	51%	89%	88%	85%	84%	5%	5%	6%	7%	3%	3%	3%	4%	2%	5%	5%	4%	1%	0.1%	1%	1%
Technical/ Paraprof.	51%	48%	45%	44%	49%	52%	55%	56%	90%	87%	88%	88%	3%	3%	3%	3%	4%	5%	5%	5%	2%	3%	2%	3%	2%	2%	1%	2%
Clerical/ Secretarial	8%	8%	8%	8%	92%	92%	92%	92%	87%	86%	85%	85%	5%	5%	6%	6%	4%	5%	5%	5%	2%	3%	3%	3%	1%	1%	2%	2%
Skilled Craft	96%	98%	96%	95%	4%	2%	4%	5%	85%	89%	87%	86%	6%	4%	5%	5%	5%	5%	4%	4%	1%	1%	2%	3%	3%	2%	2%	2%
Service/Maint (5)	85%	78%	80%	82%	15%	22%	20%	18%	72%	64%	67%	65%	13%	15%	13%	14%	11%	14%	13%	15%	2%	2%	3%	3%	3%	4%	3%	3%
PT Employees(6)	53%	53%	52%	49%	47%	47%	48%	51%	83%	83%	82%	85%	3%	4%	2%	2%	6%	5%	4%	5%	7%	8%	4%	3%	0.4%	1%	1%	1%

(1) For 1994, 4% of faculty (9-10 mo.) were of unknown racial/ethnic status.
(2) For 1994, 1% of faculty (11-12 mo.) were non-resident alien.
(3) For 1994, 1% of executive/administrative/managerial employees were non-resident alien.
(4) For 1994, 1% of other full-time professionals were non-resident alien.
(5) For 1994, 1% of service/maintenance employees were of unknown racial/ethnic status.
(6) For 1993, 4% of part-time employees were non-resident alien and 3% were of unknown racial/ethnic status. In 1994, 1% were non-resident alien and 3% were of unknown racial/ethnic status.

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*May not total 100% due to rounding.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: UNLV

	Gender								Race/Ethnic Designation															
	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
JOB CATEGORY	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty(1) (9-10 month)	72%	72%	70%	69%	28%	28%	30%	31%	87%	88%	88%	83%	2%	1%	2%	2%	1%	1%	2%	2%	10%	9%	8%	3%	0.2%	0.4%	0%	0.5%
FT Faculty(2) (11-12 month)	77%	82%	80%	87%	23%	18%	20%	13%	84%	89%	85%	90%	0%	2%	3%	0%	0%	4%	3%	3%	16%	5%	8%	0%	0%	0%	1%	0%
Exec/Admin(3) Managerial	64%	65%	65%	62%	36%	35%	35%	38%	94%	90%	91%	89%	2%	3%	3%	4%	3%	6%	3%	3%	2%	1%	3%	2%	0%	0%	0%	0%
Other FT(4) Professionals	54%	39%	52%	49%	46%	61%	48%	51%	85%	85%	81%	82%	8%	6%	8%	9%	5%	4%	4%	4%	1%	5%	6%	1%	1%	0%	1%	1%
Technical/ Paraprof	75%	45%	47%	33%	25%	55%	54%	67%	91%	86%	83%	87%	4%	6%	6%	6%	4%	7%	8%	4%	2%	2%	2%	3%	0%	0%	0%	0%
Clerical/ Secretarial	12%	11%	10%	10%	88%	89%	90%	90%	85%	83%	82%	80%	7%	7%	10%	10%	5%	6%	4%	5%	3%	4%	3%	3%	1%	0%	2%	1%
Skilled Craft	95%	100%	100%	100%	5%	0%	0%	0%	81%	82%	84%	83%	14%	11%	11%	12%	2%	5%	3%	2%	2%	3%	3%	2%	0%	0%	0%	0%
Service/Maint (5)	85%	85%	82%	83%	15%	15%	18%	17%	62%	64%	61%	59%	20%	18%	17%	19%	12%	11%	13%	16%	1%	2%	3%	3%	4%	5%	4%	3%
PT Employees(6)	48%	51%	35%	43%	52%	49%	65%	57%	80%	80%	83%	83%	2%	2%	6%	3%	2%	2%	3%	0%	15%	15%	5%	0%	0%	0.3%	1%	3%

(1) In 1994, 9% of full-time faculty (9-10 mo.) were non-resident aliens.
(2) In 1994, 7% of full-time faculty (11-12 mo.) were non-resident aliens.
(3) In 1994, 2% of exec./admin./mgr. employees were non-resident aliens and 1% were of unknown racial/ethnic status..
(4) In 1994, 2% of other full-time professionals were non-resident aliens, and 1% were of unknown racial/ethnic status.
(5) In 1993, 3% of service/maintenance employees were of unknown racial/ethnic status. In 1994, 2% were of unknown status.
(6) In 1993, 2% of part-time employees were of unknown racial/ethnic status. In 1994, 5% were non-resident aliens and 6% were of unknown status.
*May not total 100% due to rounding.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: UNR

	Gender								Racial/Ethnic Designation															
	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
JOB CATEGORY	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty (9-10 month)	73%	72%	72%	69%	27%	28%	28%	31%	89%	88%	88%	88%	1%	2%	1%	1%	2%	2%	3%	3%	7%	8%	8%	8%	1%	1%	1%	1%
FT Faculty (11-12 month)	70%	68%	69%	71%	30%	32%	31%	29%	95%	92%	90%	91%	2%	1%	3%	2%	1%	2%	2%	2%	2%	5%	4%	5%	0%	0%	0%	0%
Exec/Admin Managerial	80%	62%	61%	56%	20%	38%	39%	44%	100%	94%	93%	91%	0%	2%	3%	5%	0%	2%	2%	2%	0%	1%	1%	1%	0%	1%	1%	1%
Other FT Professionals	52%	50%	53%	54%	48%	50%	47%	46%	91%	91%	87%	86%	3%	3%	3%	4%	1%	1%	3%	3%	2%	6%	6%	7%	2%	0%	1%	0%
Technical/ Paraprof	51%	52%	48%	51%	49%	48%	52%	49%	90%	86%	91%	89%	0%	2%	2%	2%	5%	4%	5%	6%	3%	5%	2%	2%	2%	3%	1%	1%
Clerical/ Secretarial	7%	8%	7%	8%	93%	92%	93%	92%	94%	92%	93%	92%	1%	2%	2%	2%	1%	1%	1%	1%	2%	3%	3%	3%	2%	2%	1%	2%
Skilled Craft	98%	99%	97%	93%	2%	1%	3%	7%	90%	93%	92%	90%	0%	0%	0%	0%	5%	4%	5%	4%	0%	0%	0%	3%	5%	3%	3%	3%
Service/Maint (1)	86%	52%	79%	80%	14%	48%	21%	20%	80%	51%	75%	74%	7%	15%	8%	8%	9%	22%	11%	12%	1%	4%	3%	3%	3%	8%	3%	4%
PT Employees(2)	49%	54%	51%	34%	51%	46%	49%	66%	83%	80%	73%	88%	1%	1%	1%	1%	2%	3%	4%	5%	14%	15%	6%	3%	0%	1%	0%	2%

(1) Some of service/maintenance employees were of unknown racial/ethnic designation, as follows: 1993 = 3%.
(2) Some part-time employees were of unknown racial/ethnic designation as follows: 1993 = 2%, 1994 = 1%.

*May not total 100% due to rounding.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: CCSN

	Gender								Racial/Ethnic Designation															
	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
JOB CATEGORY	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty(1) (9-10 month)	66%	67%	65%	64%	34%	33%	35%	36%	86%	84%	85%	82%	6%	6%	5%	7%	3%	3%	3%	3%	6%	8%	7%	8%	0%	0%	0%	0%
FT Faculty (11-12 month)	54%	58%	67%	69%	46%	42%	33%	31%	92%	95%	92%	92%	4%	5%	8%	8%	0%	0%	0%	0%	4%	0%	0%	0%	0%	0%	0%	0%
Exec/Admin Managerial	72%	71%	70%	59%	28%	29%	30%	41%	72%	71%	73%	75%	22%	24%	21%	19%	6%	3%	3%	3%	0%	0%	0%	0%	0%	3%	3%	3%
Other FT Professionals	30%	34%	35%	43%	70%	66%	65%	57%	79%	76%	77%	71%	15%	18%	17%	20%	2%	2%	2%	6%	2%	2%	2%	2%	2%	2%	2%	0%
Technical/ Paraprof	23%	39%	36%	33%	77%	61%	64%	67%	64%	78%	76%	70%	23%	9%	4%	11%	9%	9%	12%	11%	0%	0%	0%	4%	5%	4%	8%	4%
Clerical/ Secretarial	9%	11%	16%	13%	91%	89%	84%	88%	70%	71%	68%	67%	17%	13%	16%	13%	10%	13%	11%	16%	1%	2%	1%	1%	2%	1%	3%	2%
Skilled Craft	83%	67%	75%	100%	17%	33%	25%	0%	67%	67%	50%	43%	17%	0%	25%	29%	17%	33%	13%	14%	0%	0%	13%	14%	0%	0%	0%	0%
Service/Maint	80%	80%	80%	84%	20%	20%	20%	16%	73%	74%	63%	63%	12%	13%	20%	21%	15%	13%	16%	14%	0%	0%	2%	2%	0%	0%	0%	0%
PT Employees	58%	58%	55%	55%	42%	42%	45%	45%	76%	77%	86%	88%	11%	10%	5%	5%	12%	11%	6%	5%	2%	2%	3%	2%	0%	0%	0%	0%

(1) In 1994, 1% of full-time faculty (9-10 mo.) were non-resident aliens.

*May not total 100% due to rounding.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: NNCC

	Gender								Racial/Ethnic Designation																			
	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
JOB CATEGORY	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty (9-10 month)	70%	54%	57%	56%	30%	46%	43%	44%	100%	100%	100%	97%	0%	0%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%
FT Faculty (11-12 month)	0%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Exec/Admin Managerial	43%	100%	50%	55%	57%	0%	50%	45%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other FT Professionals	44%	44%	0%	27%	56%	56%	0%	73%	100%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Technical/ Paraprof	8%	0%	0%	20%	92%	100%	100%	80%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Clerical/ Secretarial	0%	0%	0%	0%	100%	100%	100%	100%	90%	95%	95%	92%	0%	0%	0%	0%	10%	5%	5%	4%	0%	0%	0%	4%	0%	0%	0%	0%
Skilled Craft	10%	67%	0%	0%	0%	33%	100%	100%	0%	100%	100%	100%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maint	100%	83%	89%	100%	0%	17%	11%	0%	40%	50%	44%	38%	0%	0%	0%	0%	60%	50%	56%	63%	0%	0%	0%	0%	0%	0%	0%	0%
PT Employees(1)	46%	42%	43%	43%	54%	58%	58%	57%	95%	91%	92%	88%	1%	2%	1%	1%	3%	4%	3%	7%	0%	3%	2%	3%	1%	1%	3%	0%

(1) In 1994, 1% of part-time faculty were of unknown racial/ethnic status.

*May not total 100% due to rounding.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: TMCC

	Gender								Racial/Ethnic Designation															
	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
JOB CATEGORY	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty(1) (9-10 month)	53%	56%	56%	57%	47%	44%	44%	43%	90%	90%	87%	88%	1%	1%	3%	4%	3%	1%	3%	5%	4%	3%	3%	1%	3%	4%	2%	2%
FT Faculty (11-12 month)	63%	60%	27%	33%	37%	40%	73%	67%	94%	93%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	7%	0%	0%
Exec/Admin Managerial	49%	47%	39%	43%	51%	53%	61%	57%	87%	88%	90%	86%	8%	3%	2%	2%	5%	6%	4%	7%	0%	0%	0%	0%	0%	3%	4%	5%
Other FT Professionals	32%	28%	36%	45%	68%	72%	64%	55%	88%	92%	91%	95%	0%	0%	0%	0%	4%	8%	9%	5%	4%	0%	0%	0%	4%	0%	0%	0%
Technical/ Paraprof.	58%	29%	18%	35%	42%	71%	82%	65%	100%	86%	82%	78%	0%	0%	0%	0%	0%	14%	9%	9%	0%	0%	0%	9%	0%	0%	0%	4%
Clerical/ Secretarial	5%	5%	9%	9%	95%	95%	91%	91%	86%	81%	78%	87%	2%	3%	4%	3%	10%	10%	12%	9%	0%	3%	4%	1%	1%	4%	2%	0%
Skilled Craft	0%	100%	100%	86%	0%	0%	0%	14%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maint.	81%	85%	67%	72%	19%	15%	33%	28%	81%	77%	75%	61%	5%	8%	4%	6%	10%	12%	13%	28%	5%	4%	4%	0%	0%	0%	4%	6%
PT Employees(2)	55%	52%	57%	53%	45%	48%	43%	47%	88%	90%	85%	85%	1%	1%	1%	1%	6%	4%	4%	6%	4%	4%	4%	3%	1%	1%	0%	0%

(1) 1994 data includes 1 employee on less than 9-10 mo. contract.
(2) In 1994, 5% of part-time faculty were of unknown racial/ethnic status.

*May not total 100% due to rounding.

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus WNCC

Gender

Racial/Ethnic Designation

JOB CATEGORY	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty (9-10 month)	60%	53%	55%	58%	40%	47%	45%	42%	98%	98%	98%	98%	0%	0%	0%	0%	2%	2%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%
FT Faculty (11-12 month)	50%	50%	50%	67%	50%	50%	50%	33%	100%	75%	100%	100%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Exec/Admin Managerial	50%	57%	60%	63%	50%	43%	40%	38%	93%	100%	93%	94%	0%	0%	0%	0%	7%	0%	7%	6%	0%	0%	0%	0%	0%	0%	0%	0%
Other FT Professionals	44%	50%	38%	50%	56%	50%	63%	50%	89%	90%	88%	93%	0%	0%	0%	0%	11%	10%	13%	7%	0%	0%	0%	0%	0%	0%	0%	0%
Technical/ Paraprof	55%	29%	33%	25%	45%	71%	67%	75%	91%	93%	89%	90%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	9%	7%	11%	10%
Clerical/ Secretarial	0%	0%	3%	4%	100%	100%	97%	96%	93%	95%	90%	87%	0%	0%	0%	0%	7%	5%	10%	7%	0%	0%	0%	0%	0%	0%	0%	7%
Skilled Craft	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maint	100%	100%	88%	86%	0%	0%	13%	14%	89%	89%	63%	71%	0%	0%	0%	0%	0%	0%	13%	14%	11%	11%	13%	14%	0%	0%	13%	0%
PT Employees(1)	59%	52%	52%	46%	41%	48%	48%	54%	89%	91%	85%	78%	0%	1%	1%	1%	9%	5%	5%	6%	1%	1%	1%	2%	1%	2%	1%	3%

(1) 1993, 8% of part-time employees were of unknown racial/ethnic designation. In 1994, 9% were of unknown status.

*May not total 100% due to rounding

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: DRI

	Gender								Racial/Ethnic Designation																			
	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
JOB CATEGORY	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty (9-10 month)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
FT Faculty (11-12 month)	84%	82%	86%	82%	16%	18%	14%	18%	97%	95%	92%	90%	3%	0%	0%	0%	0%	0%	1%	1%	0%	5%	5%	8%	0%	0%	2%	1%
Exec/Admin Managerial	91%	83%	50%	82%	9%	17%	50%	18%	100%	89%	83%	100%	0%	0%	3%	0%	0%	6%	6%	0%	0%	6%	6%	0%	0%	0%	3%	0%
Other FT Professionals	33%	29%	52%	36%	67%	71%	48%	64%	87%	82%	95%	72%	7%	6%	0%	4%	7%	6%	0%	8%	0%	6%	5%	8%	0%	0%	0%	8%
Technical/ Paraprof.	44%	50%	38%	44%	56%	50%	62%	56%	97%	98%	100%	88%	0%	0%	0%	0%	3%	0%	0%	5%	0%	0%	0%	5%	0%	3%	0%	2%
Clerical/ Secretarial	6%	3%	6%	3%	94%	97%	94%	97%	94%	86%	88%	85%	3%	8%	3%	6%	3%	5%	3%	3%	0%	0%	0%	0%	0%	0%	6%	6%
Skilled Craft	0%	100%	0%	100%	0%	0%	0%	0%	0%	67%	0%	100%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maint	100%	100%	100%	86%	0%	0%	0%	14%	100%	67%	78%	71%	0%	33%	22%	29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
PT Employees(1)	66%	63%	50%	67%	34%	37%	50%	33%	73%	78%	88%	71%	2%	4%	0%	2%	0%	0%	3%	0%	24%	17%	9%	11%	0%	0%	0%	0%

(1) 1994, 16% of part-time employees were of unknown racial/ethnic designation.

*May not total 100% due to rounding

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UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

GENDER AND RACE/ETHNICITY OF EMPLOYEES
BY JOB CATEGORY*
1991-1994

Campus: CHANCELLOR'S UNIT

	Gender								Racial/Ethnic Designation															
	% Male				% Female				% White				% Black				% Hispanic				% Asian/Pac. Islander				% Native American			
JOB CATEGORY	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
FT Faculty (9-10 month)	0%	0%	0%	100%	100%	100%	0%	0%	100%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
FT Faculty (11-12 month)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Exec/Admin Managerial	68%	61%	72%	69%	32%	39%	28%	31%	96%	94%	94%	95%	4%	3%	6%	5%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other FT Professionals	48%	58%	57%	45%	52%	42%	43%	55%	100%	100%	96%	75%	0%	0%	0%	15%	0%	0%	2%	10%	0%	0%	2%	0%	0%	0%	0%	0%
Technical/ Paraprof	55%	59%	63%	63%	45%	41%	37%	37%	95%	88%	93%	96%	5%	6%	3%	4%	0%	3%	0%	0%	0%	3%	3%	0%	0%	0%	0%	0%
Clerical/ Secretarial	3%	0%	0%	0%	97%	100%	100%	100%	81%	75%	76%	86%	11%	16%	12%	5%	6%	6%	12%	9%	3%	3%	0%	0%	0%	0%	0%	0%
Skilled Craft	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maint.	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
PT Employees	0%	38%	21%	0%	0%	63%	79%	100%	0%	75%	93%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	7%	0%	0%	0%	0%	0%

*May not total 100% due to rounding

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NEW HIRES

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
FULL-TIME PROFESSIONAL STAFF HIRED
JULY 1 - SEPTEMBER 30, 1994*

CAMPUS	Total	Male		Female		White		Black		Hispanic		Asian/ Pacific Islander		Amer Indian/ Alaskan Natv	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%
UNLV(1)	37	23	62%	14	38%	30	81%	5	14%	1	3%	0	0%	0	0%
UNR	68	39	57%	29	43%	56	82%	3	4%	1	1%	8	12%	0	0%
CCSN	13	6	46%	7	54%	9	69%	2	15%	1	8%	1	8%	0	0%
NNCC	5	2	40%	3	60%	4	80%	0	0%	1	20%	0	0%	0	0%
TMCC	2	0	0%	2	100%	1	50%	0	0%	1	50%	0	0%	0	0%
WNCC	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DRI	2	2	100%	0	0%	1	50%	0	0%	0	0%	1	50%	0	0%
CHANC. UNIT	1	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
SYSTEM TOTAL	128	73	57%	55	43%	102	80%	10	8%	5	4%	10	8%	0	0%

* Number of full-time professional staff who were included in the payroll for the first time between July 1 - Sept. 30, 1994. May not total 100% due to rounding.

(1) UNLV hired one employee whose racial/ethnic status is not known.

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TENURE AND PROMOTIONS

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
TENURE AND PROMOTIONS
1993-1994

TENURE

I. INSTITUTION	II. ELIGIBLE FOR TENURE								III. AWARDED TENURE							
Campus	Total	Male	Female	White	Black	Hispanic	Asian/Pac. Islander	Native American	Total	Male	Female	White	Black	Hispanic	Asian/Pac. Islander	Native American
UNLV	47	33	14	40	--	--	7	--	41	31	10	34	--	--	7	--
UNR	147	92	55	124	5	7	10	1	23	16	7	21	--	--	2	--
CCSN	53	34	19	40	5	1	7	--	17	9	8	15	1	1	--	--
NNCC	4	4	--	4	--	--	--	--	4	4	--	4	--	--	--	--
TMCC	23	15	8	19	2	1	--	1	4	4	--	3	--	--	--	1
WNCC	6	3	3	6	--	--	--	--	6	3	3	6	--	--	--	--

PROMOTIONS

I. INSTITUTION	II. RECOMMENDED TO ACADEMIC VICE PRESIDENT FOR PROMOTION*								III. AWARDED PROMOTION							
Campus	Total	Male	Female	White	Black	Hispanic	Asian/Pac. Islander	Native American	Total	Male	Female	White	Black	Hispanic	Asian/Pac. Islander	Native American
UNLV	40	26	14	32	--	--	8	--	34	24	10	26	--	--	8	--
UNR	34	20	14	32	--	--	2	--	34	20	14	32	--	--	2	--
DRI	7	2	5	7	--	--	--	--	7	2	5	7	--	--	--	--

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* Promotion is defined as movement from rank to rank.